Government of
Saskatchewan

Annual Report
1999 - 2000

Saskatchewan
Labour Relations Board

for the fiscal year ending March 31, 2000

Published by Authority of
The Honourable Joanne Crofford
Minister of Labour

Letters of Transmittal

The Honourable Dr. Lynda M. Haverstock
Lieutenant Governor
Province of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report
of the Saskatchewan Labour Relations Board
for the fiscal year ending March 31, 2000.

Joanne Crofford

Hon. Joanne Crofford
Minister of Labour

Hon. Joanne Crofford
Minister of Labour

Dear Madam:

It is my pleasure to provide you with
the Annual Report of the Saskatchewan Labour
Relations Board. It covers the period
commencing April 1, 1999 and ending March 31, 2000.

G. J. A.

Gwen Gray
Chairperson
Labour Relations Board

101-00926/

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I. Labour Relations Board

The Labour Relations Board came into existence in 1944 with passage of *The Trade Union Act*, S.S. 1944 (2nd Sess.) c. 69. Although the Act was amended in subsequent years, most recently in 1994, the basic concept of the Board has not changed. The Board is an independent, quasi-judicial tribunal charged with the responsibility of adjudicating disputes that arise under *The Trade Union Act*. It does this principally through public hearings and written decisions. The Board's decisions are final and binding upon the parties. There is no appeal, and review by the courts is strictly limited.

The Act presently provides for a board composed of a chairperson and vice-chairperson and an unspecified number of members. All members of the Board, including the chairperson and vice-chairperson, are appointed by the Lieutenant Governor in Council. The chairperson and vice-chairperson are full-time members of the Board. The remaining members are appointed and paid on a per diem basis when their services are required.

The Board is a representational Board. This means that all members of the Board, with the exception of the chairperson and vice-chairperson, are representatives of employees or employers. The chairperson and vice-chairperson are neutral and are lawyers.

The Board reports to the Minister of Labour for the Province of Saskatchewan. The Minister is obligated by *The Trade Union Act* to provide the Board with the requisite staff and facilities. The Board operates independently from the government, its departments and agencies.

The Board's offices and staff are located at 1600 - 1920 Broad Street, Regina. The Board also maintains a hearing room in Saskatoon. The staff of the Board is composed of the Board Registrar/Legal Counsel, Executive Assistant to the Chairperson and three clerical positions. An Organizational Chart of the Labour Relations Board is contained in Table 1.

The composition of the Board for 1999-2000 is:

Gwen Gray - Chairperson

Gwen Gray was appointed Vice-Chairperson of the Board in August of 1995, and was appointed Chairperson in July, 1997. Ms. Gray obtained her undergraduate degrees in sociology and law from the University of Saskatchewan and her graduate degree in law from Cornell University, Ithaca, New York. Ms. Gray practised labour law in Regina from 1978 to 1988 and in Edmonton from 1992 to 1994. She returned to Regina in 1994 to work as Legal Analyst in the Department of Labour.

James Seibel - Vice-Chairperson

James Seibel was appointed Vice-Chairperson and Executive Officer of the Board in November, 1997. Mr. Seibel obtained his Bachelor of Science from the University of Regina and his law degree from the University of Saskatchewan. He was in the private practice of law in Saskatoon from 1981 to 1997, with an emphasis on labour law. Mr. Seibel resides in Saskatoon.

Bruce McDonald

Bruce McDonald was appointed to the Board in 1974 as a member representing employees. Mr. McDonald is a retired business agent for the International Brotherhood of Painters and Allied Trades, Local Union 1996. He is a past president of the Canadian Federation of Labour (Sask.). Mr. McDonald resides in Saskatoon.

Carolyn Jones

Carolyn Jones was appointed to the Board in March of 1992 as a member representing employees. Ms. Jones was a staff representative with United Food and Commercial Workers, Local 1400 for several years. She served for four years as vice-president of the Saskatchewan Federation of Labour and has been active on several of its committees and in

the labour movement generally. Ms. Jones resides in Saskatoon. She retired from the Board in September 1999.

Ken Hutchinson

Ken Hutchinson was appointed to the Board in March of 1992 as a member representing employers. He previously served on the Board from 1977 to 1986 in the same capacity. Mr. Hutchinson is self-employed as a labour management consultant. Mr. Hutchinson was formerly the Administrator of Personnel Services at the Regina General Hospital and the Director of Industrial Relations for the Saskatchewan Hospital Association. Mr. Hutchinson resides in Fort Qu'Appelle.

Gloria Cymbalisty

Gloria Cymbalisty was appointed to the Board in March of 1992 as a member representing employees. She is self-employed as an industrial relations consultant. She was formerly a representative for the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union. Ms. Cymbalisty resides in Regina.

Tom Davies

Tom Davies was appointed to the Board in March of 1994 as a member representing employers. Mr. Davies was formerly the Human Resources Manager for IMC Potash-Esterhazy and is active with the Saskatchewan Chamber of Commerce Labour Committee. Mr. Davies is semi-retired and is self employed as a labour management consultant. He resides near Esterhazy.

Gerry Caudle

Gerry Caudle was appointed to the Board in March of 1994 as a member representing employees. Mr. Caudle had previously served in the same capacity during the 1980s. He is a retired representative with the Canadian Union of Public Employees. Mr. Caudle resides in Saskatoon.

Donald Bell

Don Bell was appointed to the Board in July of 1995 as a member representing employers. Mr. Bell is President of Insulation Applicators Ltd. Mr. Bell resides in Regina.

Brenda Cuthbert

Brenda Cuthbert was appointed to the Board in July of 1995 as a member representing employers. Ms. Cuthbert is the Director of Human Resources for Kindersley Transport Ltd. Ms. Cuthbert resides in Saskatoon.

Gordon Hamilton

Gordon Hamilton was appointed to the Board in July of 1995 as a member representing employers. Mr. Hamilton is the Director, Employee Relations Department for Saskatchewan Wheat Pool. Mr. Hamilton resides in Warman. He retired from the Board effective July, 1999, and is now a Vice-Chair of the Canada Industrial Relations Board.

Donna Ottenson

Donna Ottenson was appointed to the Board in July of 1995 as a member representing employees. Ms. Ottenson is a Registered Nurse in long-term care in Regina and an active member of the Saskatchewan Union of Nurses. Ms. Ottenson resides in Regina.

Bob Todd

Bob Todd was appointed to the Board in July of 1995 as a member representing employees. Mr. Todd is Business Agent for the United Brotherhood of Carpenters & Joiners. Mr. Todd resides in Saskatoon.

Hugh Wagner

Hugh Wagner was appointed to the Board in July of 1995 as a member representing employees. Mr. Wagner is the General Secretary for the Grain Services Union. Mr. Wagner resides in Regina.

George Wall

George Wall was appointed to the Board in July of 1995 as a member representing employees. He is retired from his position as an International Representative for the Service Employees International Union. Mr. Wall resides in Saskatoon. He retired from the Board effective June, 2000.

Judy Bell

Judy Bell was first appointed to the Board in July of 1996 as a member representing employers. Ms. Bell was formerly the Director of Labour Relations for the Regina District Health Board and is presently a labour relations consultant and a lay Bencher of the Law Society of Saskatchewan. Ms. Bell resides in Regina.

Ron Asher

Ron Asher was appointed to the Board in July of 1998 as a member representing employers. Mr. Asher is President of Clearlite Glass Ltd. Mr. Asher resides in Saskatoon.

Mike Carr

Mike Carr was appointed to the Board in July of 1998 as a member representing employers. Mr. Carr is Vice-President, Director of Personnel for IPSCO Saskatchewan Inc. Mr. Carr resides in Regina.

Mike Geravelis

Mike Geravelis was appointed to the Board in July of 1998 as a member representing employees. Mr. Geravelis is a staff representative with United Steelworkers of America and is a member of the Saskatchewan Federation of Labour. Mr. Geravelis resides in Regina.

Leo Lancaster

Leo Lancaster was appointed to the Board in July of 1998 as a member representing employers. Mr. Lancaster is a retired labour relations consultant with Saskatchewan Association of Health Organizations. Mr. Lancaster resides in Regina.

Marianne Hodgson

Marianne Hodgson was appointed to the Board in July of 1998 as a member representing employers. Ms. Hodgson is the Managing Director of Hodgson Consulting Ltd. Ms. Hodgson was formerly the Executive Director of the Saskatchewan Registered Nurses' Association and Director of Nursing at Regina General Hospital. Ms. Hodgson resides in Regina.

Patricia Gallagher

Patricia Gallagher was appointed to the Board in January of 2000 as a member representing employees. Ms. Gallagher is currently the Executive Director of Operations with the Saskatchewan Government and General Employees Union. She has been employed there since 1982 in several capacities. She was formerly employed by the Saskatchewan Federation of Labour as Executive Assistant from 1976 to 1982. Ms. Gallagher resides in Regina.

II. *The Trade Union Act*

In Canada, legislative jurisdiction over industrial relations has, since a ruling of the Supreme Court of Canada in 1925, fallen largely under provincial jurisdiction.

Fortunately, the potential this presented for legal fragmentation was offset by varying combinations of interprovincial management and union structures, common history and common day-to-day economic and political conditions. The result is a remarkable commonality of core principles and procedures in all 11 Canadian jurisdictions.

The main features of Saskatchewan's *Trade Union Act*, like its counterparts in all other Canadian jurisdictions, may be summarized as follows:

- traditional courts are replaced by a specialized, quasi-judicial tribunal with exclusive and binding jurisdiction over the matters assigned to it by *The Trade Union Act*;
- common law of conspiracy and restraint of trade is abolished insofar as it applies to employees who bargain collectively;
- the majority of employees determine for all employees in a group whether they will bargain collectively and, if so, through which union;
- an employer is required to recognize the union chosen by the majority of its employees as their exclusive representative for the purpose of bargaining collectively;
- the employer and the union are required to bargain in good faith with a view to concluding a collective bargaining agreement;
- a number of unfair labour practices are created to protect employees and unions from any attempt by the employer to interfere with their rights;
- strike and lock-out activity is regulated, but not prohibited;
- specific issues, such as union security, technological change, conciliation, voting procedures and religious exclusions are addressed; and
- remedial and enforcement procedures are included in the statute.

In short, the Act provides the legal framework for collective bargaining, along with a procedure for adjudicating disputes and enforcing rights and obligations. The Trade Union Act, like its counterparts in all other Canadian jurisdictions, does not attempt to prohibit economic conflict between employees and employers, but only to control it. It does not attempt to regulate the outcome of collective bargaining, but merely the process to be followed.

The function of the Labour Relations Board within this statutory framework is to identify the parties which will participate in collective bargaining, and to monitor the procedural aspects of the bargaining process.

Under *The Trade Union Act* the Board is not required to follow all of the formal rules of procedure which have been developed in courts of law. The Board attempts to conduct its hearings in a way which will make them accessible to representatives of the parties who have no legal training, and which will allow the Board to identify the issues which are genuinely in dispute.

III. *The Construction Industry Labour Relations Act, 1992*

Passed in 1992, *The Construction Industry Labour Relations Act, 1992*, S.S. 1992, c. C-29.11, provides for a system of collective bargaining in the building trades between organizations representing groups of contractors and the construction unions. The supervision of this statutory system is conferred on the Board under the Act.

IV. *The Health Labour Relations Reorganization Act*

Passed in 1996, *The Health Labour Relations Reorganization Act*, S.S. 1996, c. H-0.03, appointed a commissioner to examine the organization of labour relations between health sector employers and employees in the Province. The Dorsey Commission report was submitted, and The Health Labour Relations Reorganization (Commissioner) Regulations, R.R.S., c. H-0.03, Reg. 1 came into force, in January, 1997.

The legislation confers upon the Board the power to make orders for the purpose of carrying out the intent of the Act and respecting any matter arising out of the reorganization of labour relations in the health care sector not addressed in the Regulations.

V. Budget Summary

The total budget of the Saskatchewan Labour Relations Board for the fiscal year ending March 31, 2000 was $586,000. The actual sum expended by the Board during the fiscal year was $582,127.

The Board has, over time, displayed an ability to manage its resources efficiently. It should be noted, however, that it is unable to control or predict the nature or number of applications put before it, and as a result, the relationship of expenditure to budgetary allocation cannot be guaranteed.

VI. Summary of Board Activity for 1999-2000

Between April 1, 1999, and March 31, 2000, the Labour Relations Board held 12 monthly meetings lasting a total of 144 days.

A total of 350 applications were received and a total of 325 were disposed of by the Board during the year. Tables 2 and 3 show these applications by type of application and disposition. The five-year trend is shown by disposition in Tables 3 and 4 and by type in Tables 5 and 6.

During 1999-2000, 103 certification orders covering 2,126 employees were issued by the Board and six certification orders affecting 43 employees were rescinded.

It is not possible in this report to convey a complete picture of the nature and range of applications brought before the Board during the year. It may be helpful, however, to mention briefly some of the issues which are illustrative of the many types of questions which arise from applications before the Board.

The Board considered in depth the tests and principles applicable on an application for a declaration that two or more entities are related or common employers under s. 37.3 of *The Trade Union Act*, in Amalgamated Transit Union, Local 588 v. City of Regina and Wayne Bus Ltd., [1999] Sask. L.R.B.R. 238

In Canadian Union of Public Employees, Local 4152 v. Canadian Deafblind and Rubella Association, [1999] Sask. L.R.B.R. 138, the Board enunciated and clarified the tests and principles applicable to consideration of an application regarding the unfair labour practice of unilateral change to terms and conditions of employment under s. 11(1)(m) of *The Trade Union Act*.

In several decisions respecting applications for interim relief pursuant to s. 5.3 of *The Trade Union Act*, the Board described the applicable tests and principles in considering such applications, including Hotel Employees and Restaurant Employees Union, Local 206 v. Canadian Hotels Income Properties Real estate Investment Trust #19 Operations Ltd., [1999] Sask. L.R.B.R. 190. In United Brotherhood of Carpenters and Joiners of America, Local 1985 v. Con-Force Structures Limited, [1999] Sask. L.R.B.R. 599, the Board dealt with the issue of interim relief in a situation where it was alleged the employer had failed to give notice of technological change and bargain collectively with the union for the development of a workplace adjustment plan, resulting in the closure of the employer's plant and layoff of its work force. Shortly after the Board ordered the employer to reinstate the employees pending the final

determination of the application, the parties achieved a settlement and the application was withdrawn.

In National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) v. Saskatchewan Indian Gaming Authority, [1999] Sask. L.R.B.R. 625, the Board faced a constitutional challenge to its jurisdiction to hear an application for certification of a unit of employees of a casino operated by a native aboriginal organization. The Board ruled that the matter was within provincial jurisdiction. This decision was upheld on judicial review by the Saskatchewan Court of Queen's Bench (April 20, 2000) and is under further appeal.

During the reporting period, the Board made several decisions that reviewed the issue of the propriety of communications by an employer with its employees in various contexts. Canadian Union of Public Employees v. Prairie Bus Services (1983) Ltd., [1999] Sask. L.R.B.R. 493 considered the issue in the context of a union organizing drive prior to filing an application for certification. Amalgamated Transit Union, Local 588 v. Wayne Bus Ltd., [2000] Sask. L.R.B.R. 1, involved communication after a certification order had been granted and during the period prior to achieving a first collective agreement. In International Brotherhood of Electrical Workers, Local 2067 v. Saskatchewan Power Corporation and Government of Saskatchewan, [2000] Sask. L.R.B.R. 30, and Saskatchewan Government Employees' Union v. Government of Saskatchewan, Saskatchewan Association of Health Organizations and Mamawetan Churchill River District Health Board, et al., [1999] Sask. L.R.B.R. 307, the parties had mature relationships and were in the midst of bargaining.

In Canadian Union of Public Employees v. University of Saskatchewan and Administrative and Supervisory Personnel Association, [2000] Sask. L.R.B.R. 83, the Board described the appropriate procedure to be followed by employers in the assigning of new positions in a multi-bargaining unit setting.

The issue of the obligations of an employer respecting the union security provisions of *The Trade Union Act* was considered in Canadian Union of Public Employees, Local 4195 v. Board of Education of the Saskatchewan Rivers School Division, No. 119, [2000] Sask. L.R.B.R. 104.

During the reporting period, the Board heard many applications for certification in the construction industry. In United Brotherhood of Carpenters and Joiners of America (Millwrights Union, Local 1021) v. Daycon Mechanical Systems Ltd., [1999] Sask. L.R.B.R. 127, the union applied to represent employees in the standard bargaining unit for the millwright trade division. The employer filed a statement of employment that generically listed all of its employees as construction workers rather than in terms of their trade. The Board described the criteria used to determine which employees were within the bargaining unit and provided direction for construction employers uncertain as to the trade jurisdiction claimed by a union. On judicial review, the decision of the Board was upheld by the Saskatchewan Court of Queen's Bench at [1999] Sask. L.R.B.R. c-78.

In Sheet Metal Workers International Union, Local 296 v. Atlas Industries Ltd., [1998] Sask. L.R.B.R. 51, the Board had found that an employer engaged in both custom fabrication and construction work should be included in the definition of "construction industry" in *The Construction Industry Labour Relations Act, 1992*, where the preponderance of the employer's work was fabrication, and that its sheet metal worker employees in its shop were covered by the trade's provincial collective agreement. On judicial review, the Saskatchewan Court of Queen's Bench quashed the Board's decision at [1999] Sask. L.R.B.R. c-1. During the reporting period, on appeal, the Saskatchewan Court of Appeal restored the Board's decision at [1999] Sask. L.R.B.R. c-63. The Supreme Court of Canada subsequently denied the employer's application for leave to appeal.

In Off the Wall Productions Ltd. v. Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, [1999] Sask. L.R.B.R. 393, the Board considered, for the first time, an application by an employer for assistance in achieving a first collective agreement.

During the reporting period, the Board continued to encourage the use of pre-hearing conferences to expedite the formal hearing process, encourage settlement discussions and to facilitate the voluntary use of alternative dispute resolution.

In conjunction with its publisher, the Saskatchewan Legal Education Society Inc. (SKLESI), the Board continued the publication of its Reasons for Decision and any subsequent court decisions during the reporting year in the Saskatchewan Labour Relations Board Reports. The Board wishes to thank SKLESI, its Executive Director and staff for their considerable effort and continued cooperation in the publication of the Reports.

VII. Tables

Table 1

Labour Relations Board
Organizational Chart
March 31, 2000

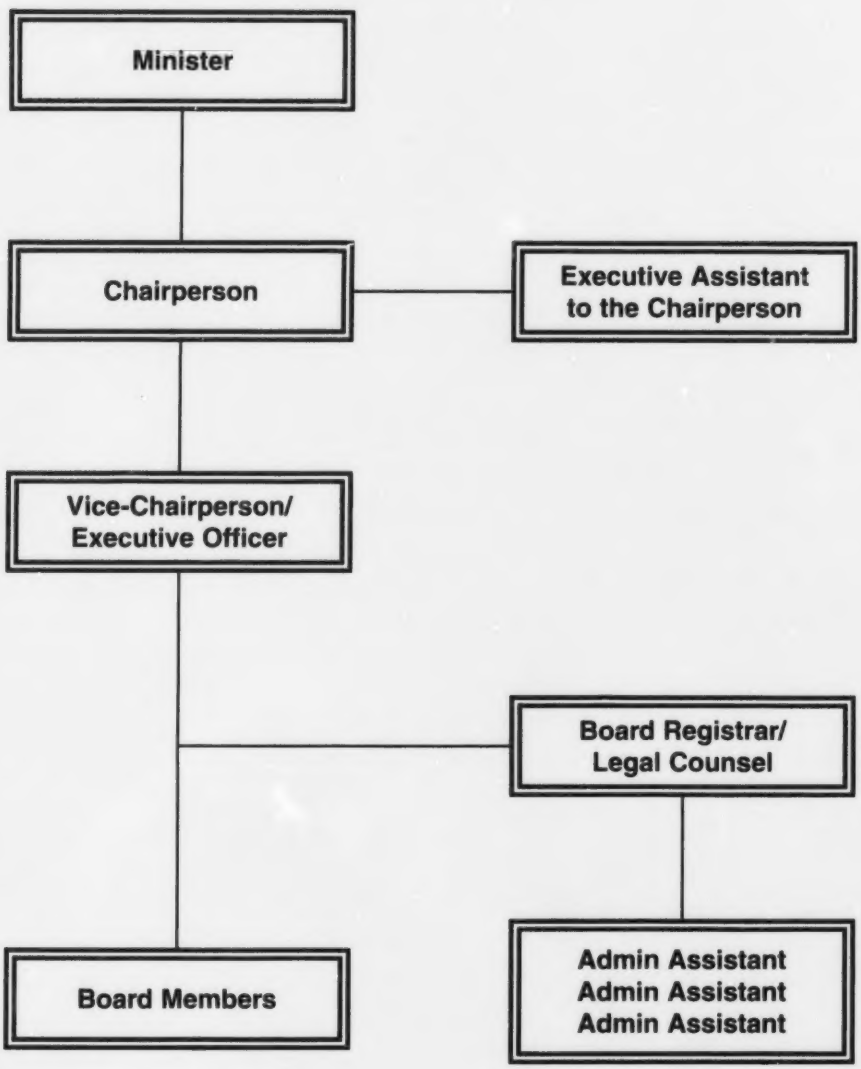

Table 2

Applications under *The Trade Union Act*
by Type of Application and Disposition, 1999-2000

Type of application and disposition	Applications
Total Applications*	325
Granted	154
Dismissed	29
Withdrawn	120
Sine Die	22
Certification	
(Section 5, clauses a, b and c)	113
Granted	102
Dismissed	1
Withdrawn	10
Unfair Labour Practice	
(Section 5, clause d)	78
Granted	9
Dismissed	8
Withdrawn	49
Sine Die	12
Reinstatement	
(Section 5, clause f)	28
Granted	3
Dismissed	3
Withdrawn	18
Sine Die	4
Monetary Loss	
(Section 5, clause g)	33
Granted	4
Dismissed	4
Withdrawn	21
Sine Die	4
Company Dominated	
(Section 5, clause h)	0
Provisional Employee Determination	
(Section 5.2)	0
Interim Applications	
(Section 5.3)	15
Granted	6
Dismissed	7
Withdrawn	2
Raid	0
Amendment or Rescission	
(Section 5, clauses i, j and k)	A12, R14
Granted	A8, R6
Dismissed	A1, R2
Withdrawn	A3, R6
Exclusion on religious grounds	
(Section 5, clause l)	3
Granted	3
Employee determination	
(Section 5, clause m)	3
Granted	3
Strike Votes	
(Section 11, clause 8)	0
Reconsideration	
(Section 13)	0
Reference of Dispute	
(Section 24)	2
Duty of fair representation	
(Section 25.1)	8
Granted	0
Dismissed	2
Withdrawn	4
Sine die	2
First Collective Bargaining	
Agreements (Section 26.5)	5
Granted	1
Withdrawn	4
Membership in Trade Union	
(Section 36.1)	1
Granted	1
Transfer of Obligation	
(Section 37)	3
Granted	3

Table 2 - Continued

Applications under *The Trade Union Act*
by Type of Application and Disposition, 1999-2000

Type of application and disposition	Applications	Type of application and disposition	Applications
Related Employer		**Health Applications**	4
(Section 37.3)	1	Certification/HLLRA	1
Dismissed	1	Unfair Labour Practice	1
		Amendment	2
Transfer of Bargaining Rights			
(Section 39)	0	**Construction Applications**	0
Technological Change		**Ratification Votes**	*0
(Section 43)	2		
Withdrawn	2		

*325 applications and interim applications were disposed of although 350 applications were received

Source: Saskatchewan Labour Relations Board files

Table 3

Applications to the Labour Relations Board under *The Trade Union Act*, by Disposition, 1995-96 to 1999-2000

	1995-96	1996-97	1997-98	1998-99	1999-2000
Total Applications	301	340*	243	284**	325
Granted	175	111	126	153	144
Dismissed	56	33	18	21	22
Withdrawn	66	84	70	82	118
Determined	3	1	1	0	0
Deferred	1	0	0	0	0
Sine Die	–	4	17	18	22
To Conciliation	0	0	0	1	0
Joint Amnd—Dorsey	–	11	3	0	0
Cert.-Dorsey	–	74	1	0	1
Other Dorsey	–	0	2	0	3
Interim	–	10	5	9	15

Under *The Trade Union Act*, the Board may determine the outcome of any dispute referred to it by either party. The decision of the Board is final and binding.

*Total applications for 1996-97 include 12 first collective agreement applications previously listed in disposition categories no longer in use. See the 1996-97 Annual Report for details

Records for Sine Die, Dorsey and Interim Applications started in 1996-97. The Disposition of Interim Applications is shown in Table 2.

**1998-99 Figures Amended.

Source: Saskatchewan Labour Relations Board files.

Table 4

Applications to the Labour Relations Board under *The Construction Industry Labour Relations Act, 1992*, by Disposition, 1995-96 to 1999-2000

Year	Total Applications	Granted	Dismissed	Withdrawn	Determined	Sine Die
1995-96	3	1	1	1	0	0
1996-97	2	0	0	0	1	1
1997-98	0	0	0	0	0	0
1998-99	1	0	0	1	0	0
1999-00	0	0	0	0	0	0

Source: Saskatchewan Labour Relations Board files.

Table 5

Applications under *The Trade Union Act* by Type of Application, 1995-96 to 1999-2000

Type of Application	1995-96	1996-97	1997-98	1998-99	1999-2000
Total Applications	301*	340*	243	284**	325
Certification (Section 5, clauses a, b and c)	120	81	92	88	113
Unfair labour practices (Section 5, clause d)	62	59	64	46	78
Reinstatement (Section 5, clause f)	28	13	14	15	28
Monetary loss (Section 5, clause g)	34	15	14	15	33
Company dominated (Section 5, clause h)	0	0	0	0	0
Amendment or Rescission (Section 5, clauses i, j and k)	45	43	28	51	A12 R14
Exclusion on religious grounds (Section 5, clause l)	0	1	3	3	3
Employee determination (Section 5, clause m)	–	1	0	1	3
Provisional Determination (Section 5.2(l)	–	1	1	3	0
Interim Application (Section 5.3)	–	10	5	9	15
Strike Votes (Section 11(8)	–	0	0	0	0
Reconsideration (Section 13)	2	7	1	2	0
Reference of Dispute (Section 24)	3	1	1	0	2
Duty of Fair Representation (Section 25.1)	4	5	5	29	8
First Collective Bargaining Agreements (Section 26.5)	–	13	5	5	5
Raid	–	–	–	1	0
Membership in T.U. (Section 36.1)	–	–	–	–	1

Table 5 – continued...

Applications under *The Trade Union Act* by Type of Application, 1995-96 to 1999-2000

Type of Application	1995-96	1996-97	1997-98	1998-99	1999-2000
Transfer of Obligation (Section 37)	–	2	1	11	3
Related Employer (Section 37.3 / Section 18 CILRA)	–	–	–	1	1
Transfer of Bargaining Rights (Section 39)	–	–	2	1	0
Technological Change (Section 43)	3	2	1	2	2
Ratification Votes (Section 45)	0	0	0	0	0
Health Applications	–	86	6	1	4

*These figures represent the number of applications disposed of during the reporting period, not the number received.
**1998-99 Figures Amended.
Source: Saskatchewan Labour Relations Board files.

Table 6

Applications under *The Construction Industry Labour Relations Act, 1992* by Type of Application, 1995-96 to 1999-2000

Type of Application	1995-96	1996-97	1997-98	1998-99	1999-2000
Total Applications	**3**	**2**	**0**	**1**	**0**
Section 5	0	0	0	0	0
Section 11	0	1	0	0	0
Section 16	0	0	0	0	0
Section 18	0	0	0	1	0
Section 25	1	0	0	0	0
Section 29	2	0	0	0	0
Section 30	0	1	0	0	0
Section 37	0	0	0	0	0

Source: Saskatchewan Labour Relations Board files.